Manpower 101

Manpower is About…

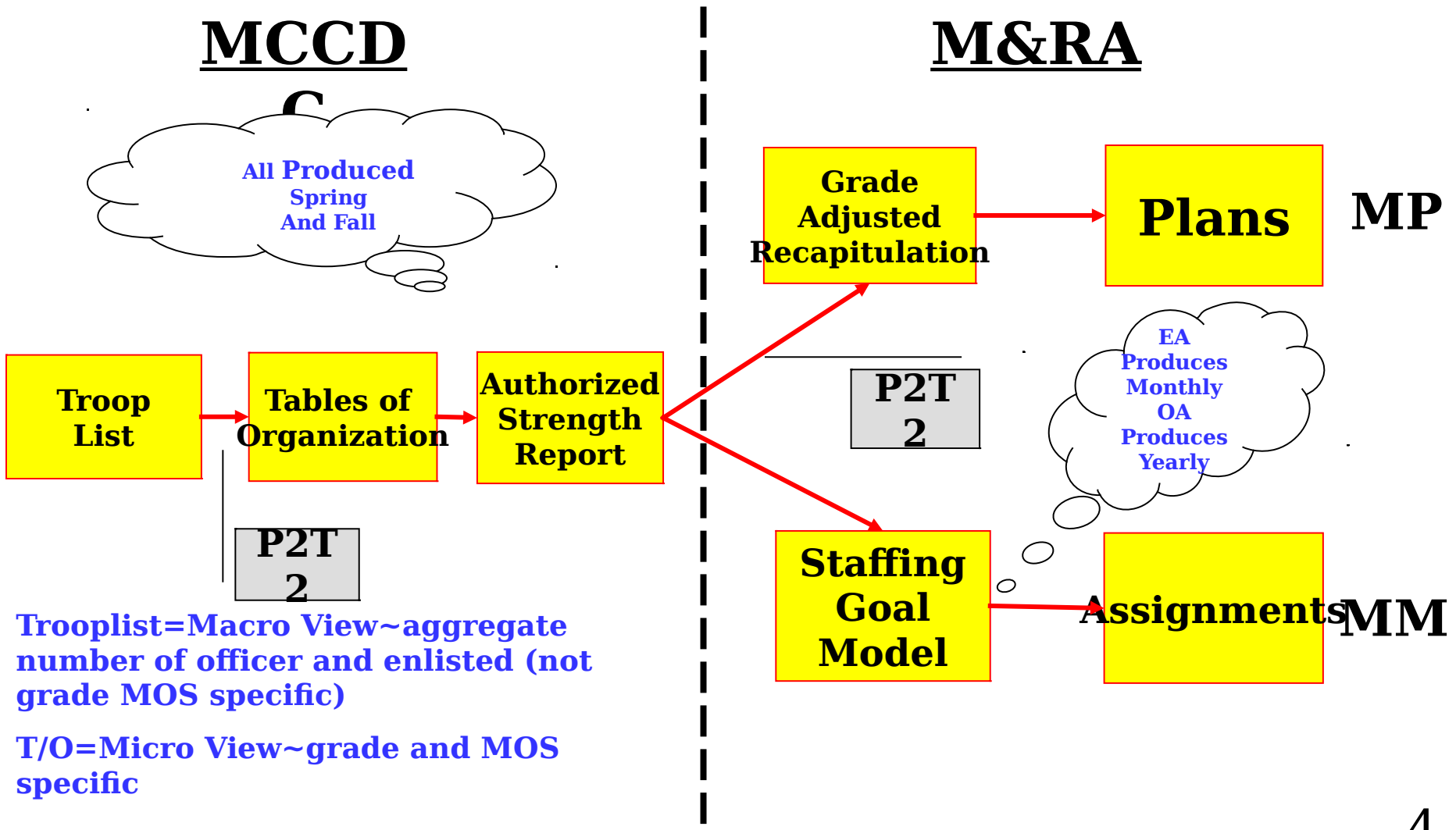
- ***Faces (Staffing Goal)*** **– the inventory of chargeable Marines available to fill authorized billets.**

- ***Spaces (Authorized Strength Report~ASR)*** **– structure billets authorized to be filled.**

KEY ORGANIZATIONS

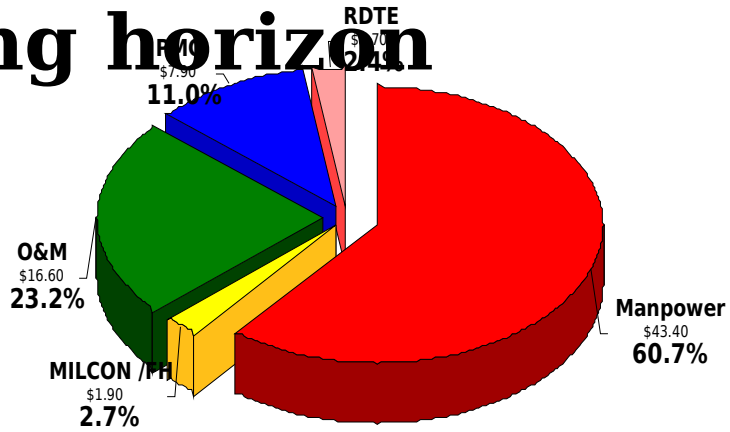
- MANPOWER & RESERVE AFFAIRS (M&RA -- HQMC)
- TOTAL FORCE STRUCTURE DIVISION (TFSD -- MCCDC)
- MCRC
- TRAINING & EDUCATION COMMAND
- OCC FIELD SPONSORS /ADVOCATES,OPERATIONS (PP&O, ASM, I&L, HQMC)

Manpower Flow



CONSTRAINTS
Program Objective Memorandum (POM)

- **Resource allocation (Money and Marines)**
- **61% of the Marine Corps Budget is programmed for manpower (MPMC account).**
- **Eight (8) year planning horizon**
  - FY 03 Current Year
  - FY 04 Budget Year
  - FY 05-10 POM



Bottom line...POM process allocates $$$ to "buy" personnel.

CONSTRAINTS
Manpower Overhead (P2T2)

- **P2T2 is a DoD mandated measurement (DoD Instruction 1120.11)**
- **Includes:**
  - **Patients: hospitalized > 30-days**
  - **Prisoners: incarcerated > 30-days and < 6-months**
  - **Trainees: entry level accession or in excess 20-weeks**
  - **Transients: PCS/PCA (access, train, operational, rotational, and separation)**
- **Excludes:**
  - **TAD training, FAPs, nondeployables, and unit moves**

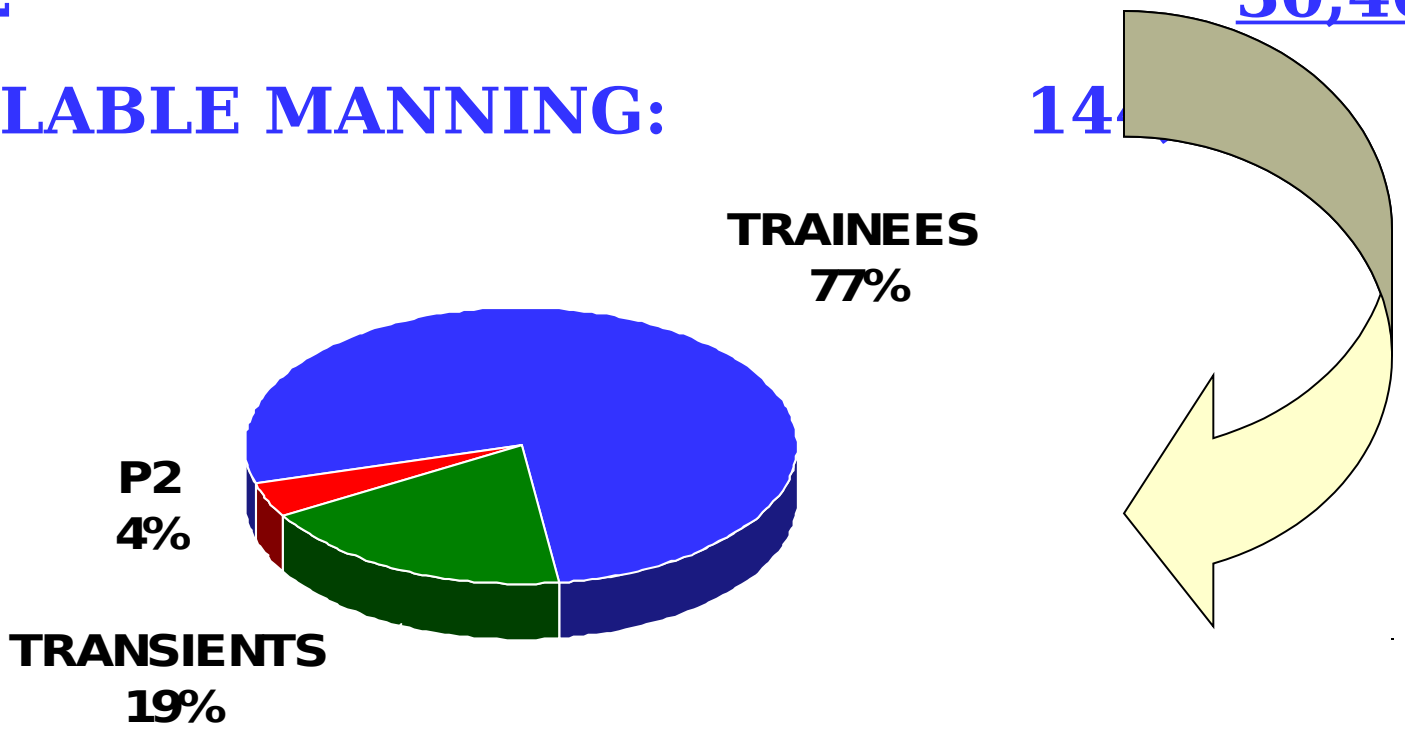
Bottom line… P2T2 Marines count against end-str but are not assignable.

Manning Controls

BUDGETED STRENGTH : 175,000

P2T2* 30,407

AVAILABLE MANNING: 14



Bottom line... There are 144.5K Marines to man 154

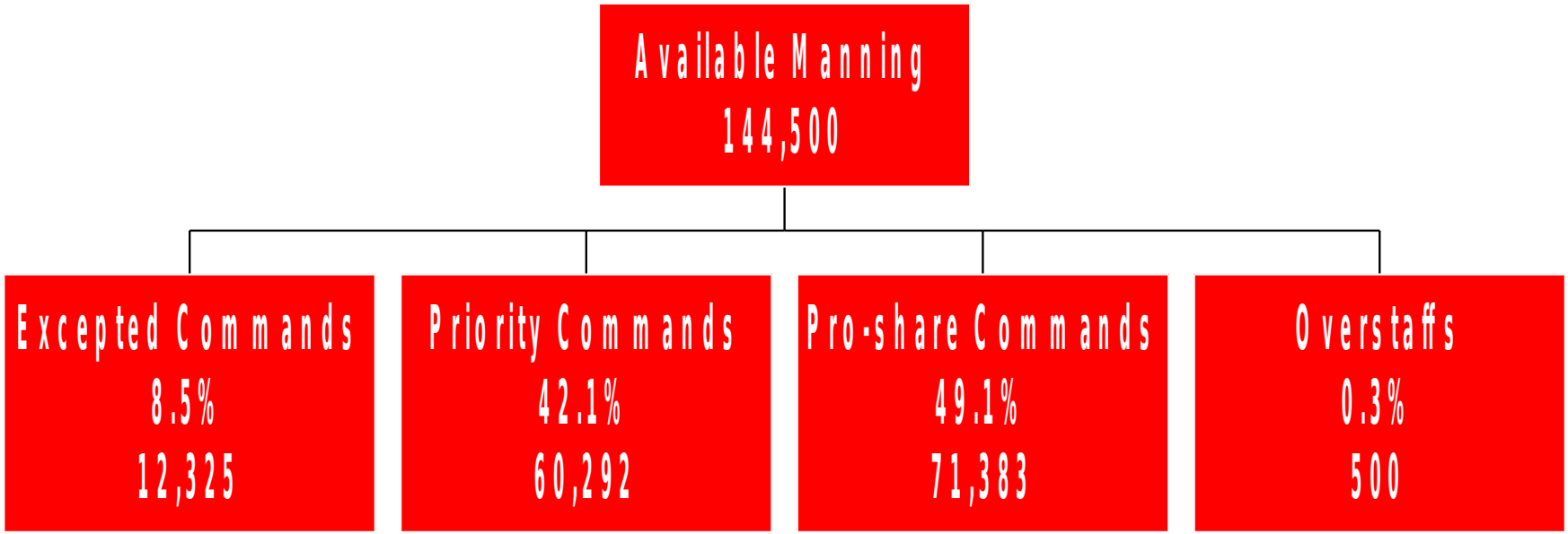
*At DoD level referred to as Individuals Account.

Requirement vs. Reality

End Strength		**175,000** (on 30 Sep 03)
P2T2	**30,400**	
Available Manning		**144,600**
T/O Structure Rqmts	**154,000**	
Manpower Delta		**-9,400**
Overstaffs	**500**	
Actual T/O Shortfalls	**-9,900**	
Uncompensated Structure Rqmts (FY02 requests)		**700**
Net T/O Shortfalls		**-10,600**

CONSTRAINTS
The Manning Level Process

Available manning is then apportioned across the Marine Corps by MCCDC according to manning precedence.



Note: Excepted = 100% of T/O, Priority = 95% of T/O, Pro-share = 92.0%, and Overstaffs are 100% of "T/O".

Tables of Organization (T/O)

REPORT NO. I5921C4A-1 TABLE OF MANPOWER REQUIREMENTS PAGE: 4
AS OF: 98/10 PREPARED: 98/04/06

T/O CHECKLIST

T/O: 1013G INFANTRY COMPANY
T/E: B1184 N1164 N1169 N1174 N1184

LINE NO.	ENGLISH DESCRIPTION	BLT CRD	ALPHA GRADE	MOS	B T S R Y T N P A	MARINES OFF	MARINES ENL	MARINES CIV	OTHER SERVICES NON-CHARGEABLE OFF	OTHER SERVICES NON-CHARGEABLE ENL	OTHER SERVICES NON-CHARGEABLE OFF	OTHER SERVICES NON-CHARGEABLE ENL	OTHER SERVICES NON-CHARGEABLE CIV	S W C P C N	S E S P C EDU
32	PLATOON HEADQUARTERS														
33	PLATOON COMMANDER		LT	0302	M O	1									M
34	PLATOON SERGEANT		SSGT	0369	M E		1								M
35	PLATOON GUIDE		SGT	0311	M E		1								M
36	MESSENGER		PVT	0311	M E		1								M

ORGANIZATION TOTALS

MARINE **6 176**

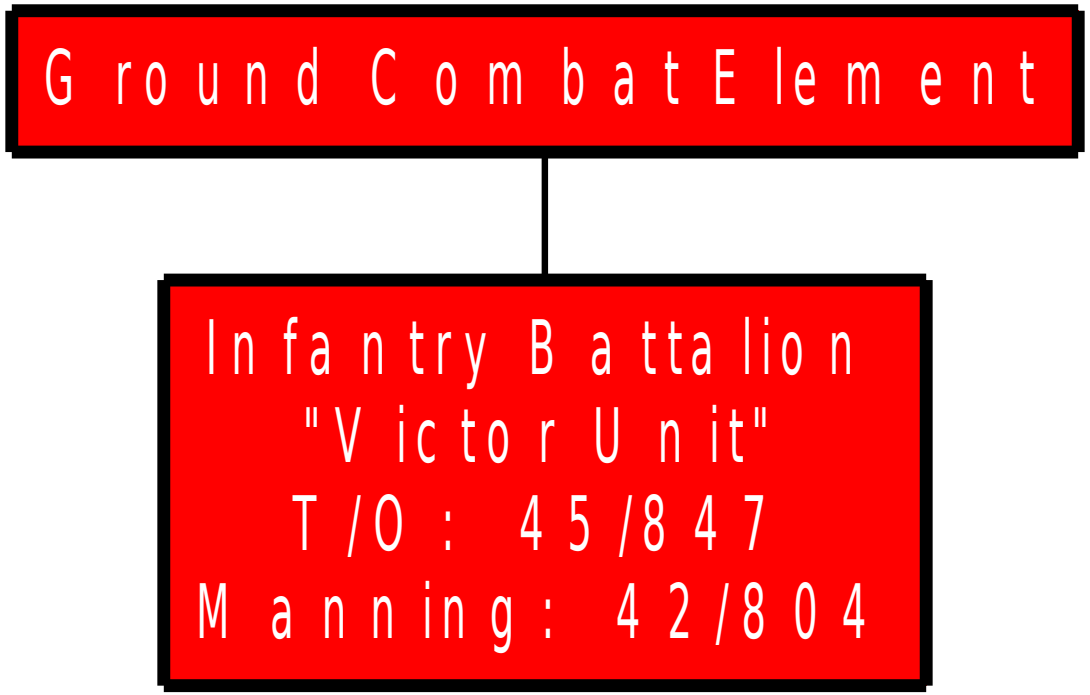
Bottom Line...defines a unit's wartime manpower r
billet level detail. Must equal structure totals defi
Troop List.

Manning…

- **We can “MAN” (ASR) 144,500 T/O billets.**
  - **This is how many billets we can afford to source after accounting for our manpower overhead.**
  - **Manning reflects the T/O billets we “bought” and project we will be able to fill.**

Bottom Line… Manning is not Staffing

The Troop List… A Macro View



Bottom Line… Troop List is <u>the</u> planning and execution source document of the manpower process.

The Troop List… A Micro View Of An Infantry Battalion

	Off Str 2003	Enl Str 2003	Off Str 2004	Enl Str 2004	Off Str 2005	Enl Str 2005	Off Str 2006	Enl Str 2006	Off Str 2007	Enl Str 2007
T/O	6	176	6	176	6	176	6	176	6	176
MANNING	5	169	5	169	5	169	5	169	5	169
T/O	6	176	6	176	6	176	6	176	6	176
MANNING	6	169	6	169	6	169	6	169	6	169
T/O	6	176	6	176	6	176	6	176	6	176
MANNING	6	166	5	166	5	166	5	166	5	166
T/O	5	141	5	141	5	141	5	141	5	141
MANNING	5	133	5	133	5	133	5	133	5	133
T/O	22	178	22	178	22	178	22	178	22	178
MANNING	20	167	20	167	20	167	20	167	20	167
T/O	45	847	45	847	45	847	45	847	45	847
MANNING	42	804	42	804	42	804	42	804	42	804

Bottom Line… Troop List depicts officer and enlisted structure and programmed manning at the aggregate level for each unit in the Marine Corps by MCC, as approved in the POM.

Authorized Strength Report (ASR)/Manning A Micro View Of An Infantry Battalion

PMOS	TOTAL	LTCOL	MAJOR	CAPT	LT	WO
	TO/ASR	TO/ASR	TO/ASR	TO/ASR	TO/ASR	TO/ASR
0170	1/1					1/1
0180	1/1				1/1	
0202	1/1			1/1		
0203	1/1				1/1	
0302	30/28	1/1	3/3	6/6	20/18	
0306	1/1					1/1
0402	4/3			1/1	3/2	
0602	1/1				1/1	
3002	1/1				1/1	
5702	1/1					1/1
7502	3/3			3/3		
TOTAL	**45/42**	**1/1**	**3/3**	**11/11**	**27/24**	**3/3**

Bottom Line…grade/MOS matrix of billets we plan to fill by MCC; the official list of funded billets.

The GAR

MOS 0311	E9	E8	E7	E6	E5	E4	E3	E2/1	TOTAL
ASR	0	0	0	0	1190	2217	6853	0	10260
B-BILLETS	0	0	0	0	566	532	1232	0	2330
ASR & B-BILLETS	0	0	0	0	1756	2749	8085	0	12590
T2P2	0	0	0	0	123	221	303	0	647
NAR	0	0	0	0	1879	2970	8388	0	13237
GAR	0	0	0	0	1889	3025	8286	0	13200

- **Valuable tool used by MP planners to make accession, classification, promotion, and retention plans**
- **Maps B-billets to PMOSs**
- **Maps P2T2 to PMOSs**
- **Imposes budgetary, legislative, and policy constraints**

è**E9/E8 = 3.5%**

è**E9 = max 1%**

è**Top Six = 55%**

Inventory Development

- **Manpower plans are developed to "grow and shape“ inventory to meet future requirements.**
- **The current inventory is shaped to meet target force requirements using tools such as:**
  - Accession plans
  - Classification plans
  - Promotion plans
  - Retention plans &
  - Lateral moves/bonuses
- **The Grade Adjusted Recapitulat[illegible]tral to the planning process … ASR is sou[illegible]or GAR.**
- **Today's inventory reflects yesterday's plans.**

Staffing

- **The objective of the Inventory Assignment Process is to make the "best" distribution of current assignable inventory to meet the Marine Corps authorized strength requirement IAW current Marine Corps staffing precedences (MCO 5320.12_).**
  - Excepted (8.5% of commands): **100% of authorized manning**
    - Includes all grades/MOSs
    - HMX-1 and MCRC (107% of T/O)
  - Priority (42.1% of commands): **95% of authorized manning**
    - Grade/MOS substitutions allowed
    - “V” units
  - Pro-share (49.1% of commands): **what’s left-over (Currently 92%)**
    - Divisions, FSSGs, and Wings

Conclusion…

- **Manpower is a complex system with many stakeholders.**
- **Changes to one process element invariably affects the entire Manpower System. (Unintended Consequences)**
- **We do not have enough end-strength to go around.**
  - Short MOSs (officer and enlisted) make the situation much worse.
  - Emergent, uncompensated mission requirements cause friction.

QUESTIONS/COMMENTS